

## DEC Committee Minutes for June 18<sup>th</sup>, 2020

- 1) Call to Order
- 2) In Attendance: Angela McQuinn, Amber Mlynczak, John Casper, Stacy Cottrell, Maurella Cunningham, Isaac Matzek, Rose Carr, Karla Winter, Dawn Lueck, Drew Althoff, Tesla Mitchell, Tova Strange, Annette Freiheit, David Schuyler, Allison Quam, Marci Hitz.
- 3) Reviewed Meeting Guidelines: Reviewed Meeting Guidelines-Focused on Speaking Your Truth and what that means in this district. Personal/Emotional Safety is a concern. Step Up and Step Back.

Discussed the possibility of an “Anonymous Google Form”. Angela will set that up for the committee members for the purpose of free discussion.

Approval of Minutes- Approved as written.

Old Business-Reviewed from previous minutes. Change of date to Restorative Practices training (5 days). Moved to middle August.

Additions or Corrections to today’s agenda- Maurella wanted to revisit the mandated training for all staff required by the state. Dawn asked to place a three year climate study grant on the agenda.

### New Business-

Membership- By laws are general with regard to membership on DEC. Angela developed a membership questionnaire to acquire information on the interested person. Lengthy discussion about what an appropriate representation of participants might look like; i.e. diversity of community membership. Scheduling a meeting time can be a prohibitive factor. Isaac contributed that there is a difference between the committee and any input we can receive from all those we can engage in listening. The more outside participation we can elicit the more accountability can occur. Have a simple process, widen the membership, more inclusivity and getting commitments are the highest priorities. Suggestion that a membership sub-committee be formed to develop membership guidelines by September. Motion made by Angela, seconded by Drew. Motion amended, seconded by Dawn.

**Notes added by Angela- Items for the subcommittee to focus on include:**

1. levels of membership
  - a. weekly/one time/3-year
  - b. subcommittee only

- c. site-based team member
- 2. keep process to join the committee simple
  - a. should have a process include a questionnaire?
- 3. create or define a citizen review panel as part of a subcommittee or group to reviews actions on the committee
- 4. how to increase community stakeholder participation and involvement? and who should be identified?
  - a. business community
  - b. former/current students
  - c. parents
  - d. higher education (WSU, St. Mary's, South East Tech.)
- 5. open meeting status (seems fitting here for membership)
  - a. see [Minnesota Open Meeting Law](#)
  - b. If we are advisory we are not by law, an open meeting
  - c. suggestions/recommendations for committee
- Reaching out to former participants of Restorative Practices training.
- Discussed how or if dollars can be set aside for DEC for programming goals and implementation. Funding discussion. We can apply for a grant for an external climate study. Looking at classroom practices, support services needed. This was something we had strived to accomplish previously, but were not able.
  - Added by Angela- Dawn shared connection to Regional Center of Excellence to consider doing a climate study that would be no cost. To include classroom observation, identification of support staff
  - Dawn will wait to hear back from Emily Cassellius and report back to the committee.
- In order to be more clear regarding monetary needs, having a more complete 3 year plan is necessary. Equity Alliance could provide a very comprehensive assessment that meets the needs of our district. A previous vote had been taken to move forward on this initiative. Dr. Freiheit asked for some details based on a timeline for this process. Dr. Freiheit will try to find the necessary dollars to support this initiative. Dr. Cunningham wanted us to have a Plan B if Equity Alliance is otherwise committed and could not work with us.

Clarification on Life Journey- Who would the initial participants be? DAT members (16), DEC members, Small Groups of four, self-directed learning, Focuses on Implicit Bias and Cultural competency. Discussed PELSB training and it's focus.

- Notes added by Angela: Annette will follow up with Mankato to see about explore questions related to the facilitation of small group discussion and large group discussion.
  - ◆ what/who did Mankato use for the first round of life-journey training.
  - ◆ Life-journey modules will also provide the district an opportunity to progress monitor participants
- Fall training clarification
  - ◆ webinar?
  - ◆ will be recorded and leadership & DEC could view first and create discussion questions
  - ◆ training would be done site-based in small groups
  - ◆ use Kinect Edu. materials to supplement training and engage in a more in-depth conversation.
  - ◆ Rose- small group format was used a few years back for White Privilege training and that format was useful in engaging participants in a conversation to further the training.
- Angela discussed the need to address the school board in July. With 3-year plan and update about DEC
  - ◆ Allison shared DEC has not been to the school board meeting to present in at least three years
  - ◆ suggested monthly updates written and shared with board members

Tova reported on community feedback, regarding WAPS letter to the community. Responses Tova heard at the town's rally. Letter was well written. Silenced voices of Fortitude and other black and brown voices. Fortitude had list of concerns four years ago. Fear of Police presence, excessive suspensions of black and brown students. Racially based targeting, Requested; dissolve Police relationship. Hire counselors and support staff of color. Practice restorative justice practices

Discussion- Committee members shared some personal experiences that have impacted them personally and professionally. Staff persons shared personal experiences with WAPS and the issues they faced, identifying the need for outlets for support. Additional suggestions. Hiring practices examined, is WAPS really a safe place to work and interact in, the hiring of Community Liaison, payment to the Liaison. All meetings should be public.

- Tova's letter is in the resource folder. Here is a link to the letter as well
  - [Tova Strange letter](#)

Motion: A July meeting where Restorative Practices and Membership Sub-Committees convene. Seconded.

Actionable items:

Sub-committee for Membership volunteers

Restorative Practices

Podcast

Listening Session

Cultural Liaison

3 Year Planning Committee

- Move to adjourn. Adjourned at 11:40 AM